ANTI-BULLYING POLICY

EFFECTIVE: SEPTEMBER 2026 | REVIEW: SEPTEMBER 2027

SAFE PEOPLE • POSITIVE PATHWAYS • COMPLIANT PRACTICE | Impact Alternative Learning - commissioned alternative provision.

1 DEFINITION AND SCOPE

- Bullying can be repeated or serious targeted behaviour involving an imbalance of power; assess isolated serious incidents under safeguarding and behaviour policies too.
- Covers physical, verbal, social, online and prejudice-related bullying across sites, trips, transport and relevant digital spaces.

2 PREVENTION AND CULTURE

- Teach respect, dignity and consent; provide visible accessible reporting routes, staff presence, peer support and targeted supervision.
- Address discriminatory language about race, religion, disability, sex or other protected characteristics consistently.

3 REPORTING ROUTES

- Learners can speak to any trusted adult or use an accessible alternative; parents, staff and partners can contact Principal/DSL.
- Do not expect a child to confront alleged perpetrators or prove sustained harm before receiving safety support.

4 IMMEDIATE RESPONSE

- Take contemporaneous details, protect all involved, assess risk and separate individuals where appropriate without automatically penalising the reporting child.
- Refer online sexual harm, exploitation, serious violence or child-on-child abuse through child-protection procedures.

5 INVESTIGATION AND FAIR ACTION

- Hear all perspectives fairly, preserve evidence, consider SEND and trauma, decide proportionate action and protect sensitive data.
- Agree restorative measures only when safe and voluntary; document outcome, communicated actions and review date.

6 SUPPORT AND FOLLOW-UP

- Offer trusted adult, targeted supervision, timetable or transport adjustments and parent/commissioner liaison as appropriate.
- Check wellbeing and whether bullying has stopped, including after placement transitions.

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Prevention, protected characteristics, incident response and review

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7 MONITORING

- Record location, frequency, nature, protected characteristic links and follow-up to identify hotspots and patterns.
- Principal reviews termly with governance; adapt education and supervision based on findings.

8 LINKED STATUTORY AND DFE GUIDANCE

- Keeping Children Safe in Education 2026 (in force 1 September 2026); Equality Act 2010 This policy is a provider operational policy; the primary guidance and any commissioner requirements take precedence where applicable.

9 POLICY OWNERSHIP AND REVIEW

- Policy owner: Kate Willis, Principal and Proprietor. Effective date: September 2026. Next review: September 2027, or sooner if legislation, safeguarding guidance, commissioning requirements or provision changes.
- The Principal manages implementation and policy review, with governance oversight where appropriate; relevant staff are informed of updates and confirm understanding.